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**PEOPLE COMMITTEE**

**12/3/2025**

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| **Paper Title:** | **The Gender Pay Gap 2025** |
| **Report of:** | **Melissa Swindell, Chief People Officer** |
| **Paper Prepared by:** | **Angela Ditchfield, Head of Equality, Diversity, and Inclusion** |

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| **Purpose of Paper:** | DecisionAssurance InformationRegulation | [x] [x] [x] [ ]  |
| **Background Papers and/or supporting information:** | **Checklist for policies / guidelines / SOPs:**Reviewed by subject matter expert Reflects best practice / national guidance / current practiceApproved by Operational CommitteeChanges included in version history(and summarised below) | Yes[x]  No[ ] Yes[x]  No[ ] Yes[x]  No[ ] Yes[x]  No[ ]  |
|  |
| **Action/Decision Required:** | To noteTo approve | [x] [ ]  |
| **Link to:*** **Trust’s Strategic Direction**
* **Strategic Objectives**
 | Delivery of **outstanding care** **The best people** doing their best workSustainability through **external partnerships** Game-changing **research and innovation****Strong Foundations**  | [x] [x] [ ] [ ] [x]  |
| **Resource Impact:** |  |
| **Associated risk (s)** | Include risk(s) reference, title of risk, and current risk score. |

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**Alder Hey Children’s**

**NHS Foundation Trust**

**Gender Pay Gap 2025**

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### Introduction

Alder Hey Children’s NHS Foundation Trust is one of Europe’s biggest and busiest children’s hospitals, we treat everything from common illnesses to highly complex and specialist conditions. Alder Hey cares for over 450,000 children, young people and their families every year. The Trust employs a workforce of over 4500 staff who work across our community and hospital sites. We aim to reflect the rich diversity of our children and young people ensuring our workforce feel supported, valued and included. Our People Plan outlines how we will support all our people. Alder Hey is committed to building a diverse and inclusive workforce that reflects our local population and families that come through our door and celebrates the creativity and innovation of our workforce.

### Background

Gender pay gap reporting can be a catalyst for understanding and improving diversity and equality measures across the workforce. On 31 March 2017 it became a legal requirement for employers with more than 250 employees to annually publish their gender pay gap. This report provides information about the gender pay gap at Alder Hey. This report includes the statutory requirements and provides context to help understand our findings and to take steps to reduce any potential for gender inequality, promoting fairness and equality in the workplace. Our commitment to reducing the gender pay gap demonstrates our commitment to fostering an equitable workforce. It is important to recognise that the gender pay gap differs to equal pay. Equal pay is in relation to pay differences between males and females who carry out the same job for different pay, which is unlawful. The gender pay gap shows the difference in average pay of all males and the average pay of all females employed by the Trust. It is therefore possible to have genuine pay equality but still have a gender pay gap. Throughout this report, we use the terms ‘males’ and ‘females’ rather than ‘men’ and ‘women’. This is because our pay gaps are calculated based on sex and not on gender identity.

## How we collect our data

Using snapshot data from our Electronic Staff Record System (ESR) this report looks at the following calculations to meet the requirements of the legislation:

• Mean gender pay gap in hourly pay

• Median gender pay gap in hourly pay

• Mean bonus gender pay gap

• Median bonus gender pay gap

• Proportion of males and females receiving bonus payment

• Proportion of males and females in each pay quartile

The snapshot date for public sector organisations is **31st March 2024,** this report therefore reflects our pay profile for the preceding 12 months from this date



 

**17.12%**

**82.88%**

As of 31st March 2024, the gender split of our workforce was 82.88% females and 17.12% males. This breakdown is broadly consistent with previous years and the figures are reflective of the position across NHS Trusts nationally regarding the higher number of females compared to males working in the NHS.

## Gender Pay Gap Summary

**Difference between mean and median**

We look at both the mean (average) and median (middle) for pay gap reporting. The mean difference is the difference in average hourly pay, adding all pay rates together and dividing by the total number of people. The median difference is the difference in hourly pay between the middle paid (the person at the mid-point if you were to line all employees up from low to high pay) male employee and middle paid female employee.

**Mean pay gap**

This is the difference between the average hourly earnings of males and females.

The data tells us that, on average, female employees earn **25%** less than male employees. This has decreased this year falling from 27% in 2023. This is reflective of the NHS which has a higher proportion of females in lower banded roles, 93.5% females at Band 5 and a predominantly male workforce in the higher banded Medical & Dental professions which presents at 51.5% females and 48.5% male.





**Average**

 **+£6.94**

**Median**

 **+£4.09**

**Median Gender Pay Gap**

This is the difference between the midpoints in the ranges of hourly earnings of males and females. The median data tells us that female employees earn **18%** less than male staff, a 1% decrease from 2023. (Inclusive of Clinical Excellence Awards payments that are paid to eligible medical staff)

**Proportion of Males and Females in each salary Quartile Band**

Quartiles are calculated by ranking all our employees from highest to lowest paid, dividing this into four equal parts (quartiles) and working out the percentage of males and females in each of the four quartiles. The chart below shows the proportion of males and females in each pay quartile; the lower quartile includes the lowest paid staff per hour and the upper quartile includes the highest paid staff per hour. There are a higher percentage of males in the upper pay quartile compared to the percentage in each of the lower pay quartiles.

 **Graph 1: Proportion of Males and Females in each salary Quartile Band**

**Gender Pay Gap Bonus Pay**

Bonus Pay forms part of basic pay for the purposes of calculating the mean and median average gender pay gap data. Bonus pay at Alder Hey takes the form of Clinical Excellence Awards (CEAs) awarded to eligible Consultant Medical and Dental staff. These awards recognise and reward individuals who demonstrate achievements in developing and delivering high quality patient care over and above the standard expected of their role, with a commitment to the continuous improvement of the NHS. The CEAs are administered within the Trust on an annual basis.

**Mean Bonus Gender Pay Gap**

**T**he data tells us that on average bonus pay, female employees earn 14% less than male employees.

**Median Bonus Gender Pay Gap**

The data tells us that on median bonus pay, there is no difference between female and male pay

## Gender Pay Gap Bonus Medical and Dental

This data shows the total number of staff paid bonuses against the total number of staff in the Medical and Dental Staff Group. Our 2024 data reflect below eligible medics who can apply for Clinical Excellence Awards. At the time of reporting the Trust was operating a local clinical excellence award scheme based on the national terms and conditions. For the 2024 award year it was agreed locally following guidance that the same process would be followed as that which took place in 2022. This meant that the Trust could again stand down the usual formal process of application and review for CEA’s. Instead, the money could be divided equally between all eligible individuals, and they received a non-consolidated and non-pensionable payment for the year. Therefore, everyone received the same amount of award for 2024.

## Understanding our results

Alder Hey staff are employed on national contractual terms and conditions; Agenda for Change Bands 1-9, Medical and Dental, and Very Senior Managers (VSM). The chart below shows the gender differences between grades and staff groups, with the biggest variation to this being within AfC Band 8d and 9, and medical staff.

**Graph 2: Gender differences between grades and staff groups**

**AFC BREAKDOWN**

An analysis of salary within AfC staff only, reveals that there is an average mean pay gender gap of 1.55%, and that there is a median gender pay gap of -0.07%. When we analyse the pay for those on Agenda for Change (AfC) contracts we see there is a much smaller pay gap between male and female. This is a decrease on last year (2.45%). There is a clear increase in male representation at higher bands with equal representation of males and females at Band 9. It is important to note that NHS terms and conditions determine the pay structure for those on Agenda for Change contracts. The Job Evaluation system matches job roles to nationally agreed profiles and pay bands. Pay increases in each band are determined by the length of service, and pay rises occur when an individual reaches a "pay step". When the top of the pay band is reached, there are no further rises in that pay band.

**Average Pay**

 **+£0.29**

**Median Pay**

 **-£0.011**



**Graph 3: Comparison of AfC staff average mean and median pay gap**

**Medical and Dental breakdown**

The gender split within this staff group is 51.3% females to 48.7% males. There remains a mean gender pay gap of 5.6% and a median gap of 3.63%. More male medical staff have a longer length of service than female medical staff, which impacts upon salary. This number is reducing and consequently having an impact on the pay gap.





**Average**

 **+£2.80**

**Median**

 **+£1.87**

**Graph 4: Medical & Dental staff average mean and median Pay Gap**

## Conclusion

The report summarises the Trust pay gap data based on the gender split of the organisation in line with the government’s gender pay gap reporting regulations ahead of submission of 31st March 2025.

**Mean gender pay gap – 25%**

**Median gender pay gap- 18%**

This report demonstrates that the Trust gender pay gap remains mainly within our Medical and Dental staff groups and is reflective of an ageing male workforce within this staff group. Medical & Dental female workforce profile is evolving with an increased number of female consultants being appointed. The report also provides a summary narrative that explains the data and provides an organisational context. The reasons for a gender pay gap are often multi-factorial; terms and conditions, length of service, gender mix, pension and flexible working arrangements will all have an impact upon the overall gender pay gap results.

## Next Steps

The Trust is committed to ensuring an equitable workforce and steps to reduce the gender pay gap will be incorporated into Trust Workforce Equality Objectives. The key objectives identified in this report will be incorporated into the People Plan and will be monitored by the People Committee.

The specific objectives include:

1. Promote a flexible working culture. Regularly promoting flexible working to all staff and supporting people who are returning to the workplace following long periods of time away (link to NHS England EDI Improvement Plan High Impact 1\*\*). Promoting flexible working for everyone can lead to greater work-life balance for all staff, supporting equality.
2. Promote behaviour and culture change as recommended in the ‘Mend the Gap’ review (link to NHS England EDI Improvement Plan High Impact action 1,6\*\*). We aim to change behaviours by addressing unconscious bias, promoting gender equality in leadership, and dismantling practices that disadvantage females.
3. Embed fair and inclusive recruitment process and talent management strategies that target under-representation (link to NHS England EDI Improvement Plan High Impact action 2\*\*). We will ensure that the Trust’s recruitment and talent management strategies are fair and inclusive, particularly for underrepresented groups.

\*\*[NHS England EDI Improvement Plan](https://www.england.nhs.uk/long-read/nhs-equality-diversity-and-inclusion-improvement-plan/)

In addition, to support our delivery of the NHS High Impact Action 3 to develop and implement improvements to eliminate pay gaps. To strengthen our delivery further initiatives that could support this:

* Offer equal parental leave for all employees, regardless of gender, which supports both men and women in balancing family and work commitments. Working collaboratively with our staff network and HR to ensure that the current policies support work-life balance and gender equity in caregiving responsibilities.
* Unconscious bias training for our staff, especially in recruitment, performance evaluations, and promotions, to tackle unconscious biases that can contribute to the gender pay gap. Integrate unconscious bias into the new recruitment training for managers which is due to be rolled out, monitoring completion rates.

By incorporating these objectives and regularly reviewing their impact, we can make meaningful progress towards closing the gender pay gap and ensuring a more equitable workforce, taking a structured approach with clear metrics, timelines, and ongoing reviews will be essential.